

What's Going On In An Interview?

The interview is where you land the job. The more you know about the process, the more prepared you'll be—and the better you'll do.

Outline

- ❶ What we really want to know
- ❷ Our interviewing approach
- ❸ How to respond to our questions

❶ What we really want to know

Interviewers ask a variety of questions, but there are really four basic questions on their minds:

- **Why do you want to work at ADOT?**
Like any employer, we want to hire people who care about the work we do. Let us know why you think ADOT is a good place for you.
- **What can you do for us?**
We take pride in our services and are looking for people who can help us do even better. We want to find out if you'll help us do that. Explain how you'll be part of the solution.
- **Do you make it easy for people to work with you?**
We have created a team environment. It takes people pulling together to accomplish the quality of service our customers expect. We want to know if you'll treat our customers and your co-workers well. Describe how you work with customers and co-workers.
- **How are you different from the other people we're interviewing?** Everyone is unique and approaches work in individual ways. Let us know how you approach work—what gets you excited? What kinds of challenges do you like to solve?

② Our interviewing approach

At ADOT, we use an interviewing approach called behavioral interviewing. (Read [Frequently Asked Questions](#) to see what we mean). It is based on the idea that past behavior predicts future behavior. So, if you demonstrated a skill or knowledge in the past, you'll do it here, too. We're looking for real examples of how you handled situations, how you approached your work, and what results you achieved.

Remember that we ask all applicants the same questions. We won't be able to ask you follow-up questions. Therefore, your answers should be as complete and descriptive as possible.

③ How to respond to our questions

We want to know about your accomplishments and the results you achieved in past jobs. Don't just name skills and personal characteristics. After listening to five applicants in a row say they're dependable, hardworking, and flexible, the interviewers' eyes begin to glaze over—everyone sounds the same. Instead, give specific examples of when and how you used your skills. For example, explain what you mean by dependable—do you show up for work on time, meet deadlines, help co-workers, or... what?